



State of the Agency EEO Briefing

U.S. Army Installation Management Command Federal Agency Annual Equal Employment Opportunity Program Status Report “Management Directive - 715 Report”

Fiscal Year 2006
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Our Mission: *Manage Army installations to support readiness and mission execution – provide equitable services and facilities, optimize resources, sustain the environment and enhance the well-being of the Military community*

Leading Change for Installation Excellence



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Authority

- Equal Employment Opportunity Management Directive 715
- Title VII of the Civil Rights Act of 1964
- Section 501 of the Rehabilitation Act of 1973



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Objective

Building a Model Equal Employment Opportunity Program Six Essential Elements

- Demonstrated Commitment From Agency Leadership
- Integration of EEO into the Agency's Strategic Mission
- Management and Program Accountability
- Proactive Prevention of Unlawful Discrimination
- Efficiency
- Responsiveness and Legal Compliance



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Report Components

Report has 10 Parts (A-J)

Part A-F	Agency Identification, Total Employment, Agency Officials, List of Subordinate Components, Executive Summary, Certification
Part G	Checklist Determining Posture
Part H	Narrative on Planned Improvements (Based on Identified Deficiencies)
Part I	Analysis of Data Tables Identifying Triggers/Barriers
Part J	Program Plan for Initiatives – Individuals w/Targeted Disabilities; Requires added Emphasis and Plan for Progress



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FY 2006 MD 715 Report Covers

60,773 IMCOM Civilians

- Appropriated Fund – Full Time/Part Time (35,740)
- Appropriated Fund – Temporary (658)
- Non- Appropriated Fund (24,375)

Not Covered in Report

- Local Nationals (12K)
- Military (3K)



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IMCOM'S FY06 MD-715 Report

Workforce Profile

	Male	Female
– IMA	54.2%	45.8%
– Civilian Labor Force	53.2%	46.8%



Civilian Employees with Disabilities

	Number	Percentage
– Targeted Disability	387	.6%*
– Disabilities (All)	4,713	7.8%



Targeted Disabilities

* Federal High = 2.16%



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REPORT CONTENT

FY 2006 EEO Program Accomplishments

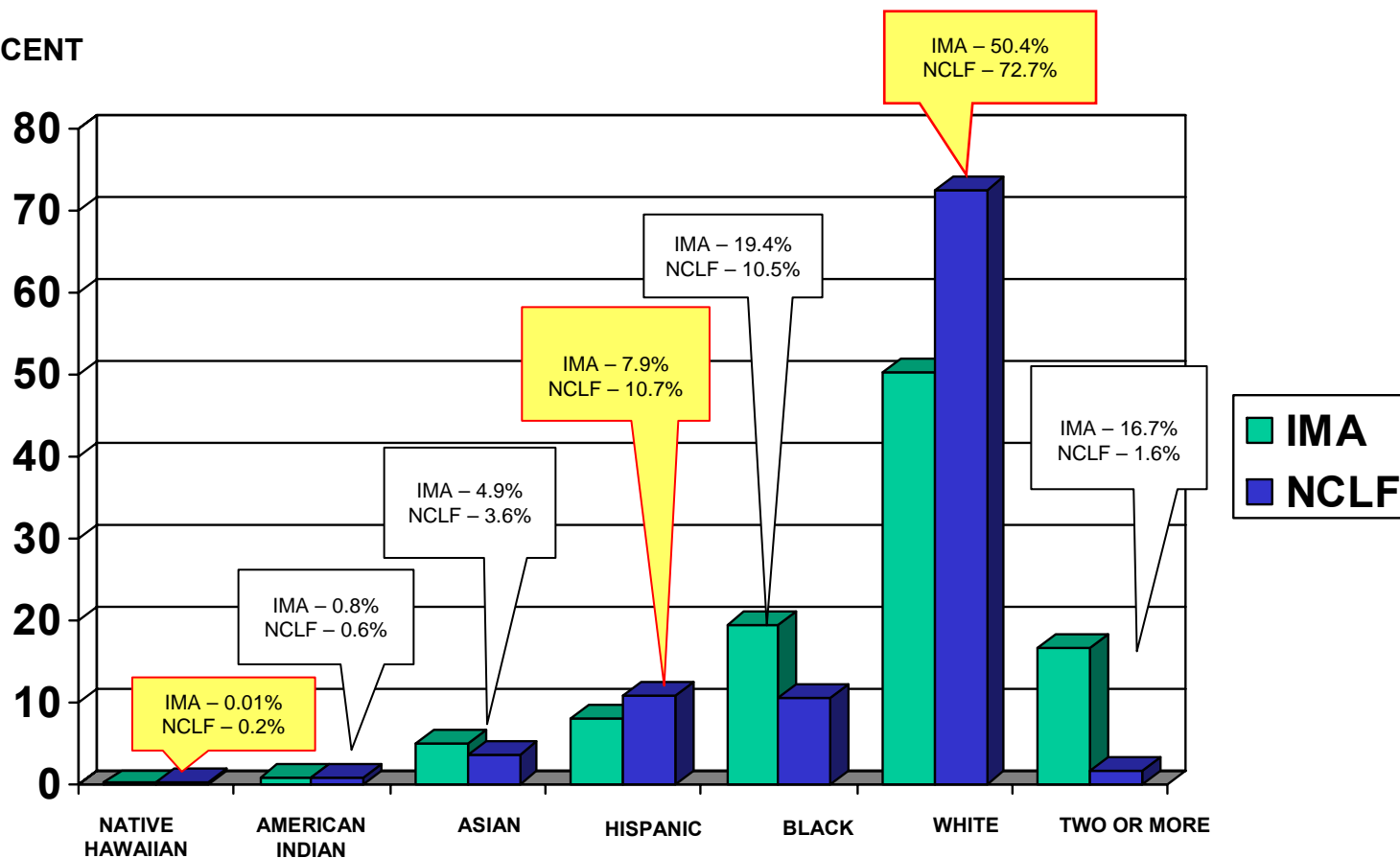
- EEO is an integral part of IMCOM's strategic plan and mission.
- EEO Program is organized and structured in accordance with regulatory requirements by EEOC, DoD, and HQDA.
- Through training, education and opportunities, IMCOM takes proactive steps to prevent unlawful discrimination and all forms of harassment.
- IMCOM participates in the DoD Workforce Recruitment Program for college students with disabilities and Operation Warfighter. IMA's participation has resulted in permanent placement/employment opportunities for individuals with disabilities within IMCOM.



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Civilian Employee Demographics

PERCENT



Data Source: FY 2006 MD 715 Report (HQ ACPERS/DCPDS)

NCLF – National Civilian Labor Force



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KEY POINTS

- Overall participation rates of IMCOM employees by RNO and Gender is above or substantially similar to the NCLF.
- As compared to FY 2005, the participation rate of employees identified as having two of more races has increased significantly from 1.7% to 16.7%; this increase is attributed to CPAC and CPOC's efforts to convert RNO codes to conform with OMB Directive 15 and EEO MD 715 requirements effective January 2003.
- While the overall participation rate of IMCOM employees is similar to the NCLF, the participation rate of women in supervisory and leadership positions is not proportionate with the participation rate of women in the workforce. Female employees represents 45.8% of the workforce and only held 27% of supervisory and leadership positions. *
- Individuals with targeted disabilities remain below the DA Standard of 2% and the Federal High of 2.16%.

*As defined by EEOC and as coded by Human Resources



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Barriers/Deficiencies/Challenges

- Access to data collection and analysis systems that permit tracking of recruitment efforts to identify potential barriers in accordance with MD 715 standards. (eg. applicant flow data, recruitment and retention, selection and referral, career development and training)
- Ensuring consistent and reliable data for accurate analysis and reporting. (Interpretation, definition, institutionalized consensus)
- Improve IMCOM's performance in hiring and retention of employees with targeted disabilities. The participation rate of individuals with targeted disabilities (.6%) is well below the federal high of 2.16%.
- To achieve total compliance in all six essential elements for a "Model EEO Program" at all levels throughout IMA.
- Providing clear and consistent EEO products and services to customers.



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Compliance Indicators/Posture

ESSENTIAL ELEMENTS

PERCENT COMPLIANT

	FY 04	FY 05	FY 06
Demonstrated Commitment From Agency Leadership	68%	89%	95% +
Integration of EEO into the Agency's Strategic Mission	72%	91%	91%
Management and Program Accountability	40%	70%	60% -
Proactive Prevention of Unlawful Discrimination	50%	80%	80%
Efficiency	75%	69%	72% +
Responsiveness and Legal Compliance	94%	94%	100% +

*Determined by Percentage Analysis of Checklist Responses



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Planned Activities

- **Educate the workforce on the National Security Personnel System (NSPS)**
- **Refine data requirements, troubleshoot and launch updated version of the MD 715 Reporter**
- **Deploy EEO Self Assessment Tool (EEOSAT) IMA-Wide**
- **Improved Installation Status Report III Metric Rating (C3 → C1)**
- **Improve Identified Deficiencies of Services/Products to Customers**



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PLAN OF ACTION

- Conduct MD 715 briefings to educate workforce, Garrison Commanders and other key personnel. !
- EEO/CPAC/HR/MSO will jointly establish time-tables to review personnel policies, practices and procedures.
- EEO/LEGAL/HR Officials will jointly prepare policy statements that meet the requirements of EEOC enforcement guidance



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SUMMARY

- MD 715 provides policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity, a “Model EEO Program”.
- IMA’s Federal agency Annual Equal Employment Opportunity Program Status Report will be submitted annually to the EEOC in accordance with MD 715 reporting requirements.



INSTALLATION MANAGEMENT COMMAND



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